

## **EXHIBIT C**

"One for All"  
Existing Teammate Orientation checklist

Teammate Name: J.S. ASKEITH III  
Position: COMPUTER OPERATOR  
Start Date: 6-11-07  
Orientation Date: 07/27/07

Facility Name: Team Evergreen  
Facility # 611  
Division: TBO

Note: We do not expect teammates to repeat an activity. If they have experienced an activity, the Facility Administrator or Activity Leader simply needs to validate completion and sign off the checklist.

ACTIVITY	ACTIVITY LEADER DATE AND INITIALS	TEAMMATE COMPLETION DATE AND INITIALS
Review facility specific expectations- your facility goals	During Orientation – People Services	6-11-07 12
"Who's Who" and "DaVita-ese"	During Orientation – People Services	6-11-07 12
Video One: "Welcome to the DaVita Village" and exercise	During Orientation – People Services	6-11-07 12
Teammate handbook and Corporate Code of Conduct	During Orientation – People Services	6-11-07 12
Village Programs and Benefits	During Orientation – People Services	6-11-07 12
Video Two: "Our Mission and Values" and exercise	During Orientation – People Services	6-11-07 12
Video Three: "The DaVita Way" and exercise	7/16/07 – People Services	7-27-07
Video Four: "Bringing It Home" and exercise	7/16/07 – People Services	7-27-07
"Eyes of the Customer" and exercise	7/16/07 – People Services	7-27-07

[Signature] 7/27/07  
One For All Ambassador Signature Date

[Signature] 7-27-07  
Teammate Signature Date

*Place original in teammate file*

# Orientation Graduation Gift Order Form



ONE for ALL

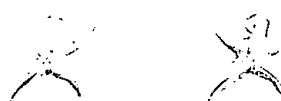
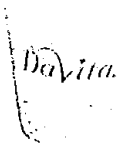
DAVITA TEAMMATE ORIENTATION

Congratulations on completing "One for All" orientation  
Your effort entitles you to one of the below gifts.

Teammate Name Joseph Hesketh Certificate Number 5212

Please circle the gift of your choice and return this form to your DaVita Ambassador or Facility Administrator for placement of your order on the DaVita intranet catalog site.

12 ounce  
White Matte Mug

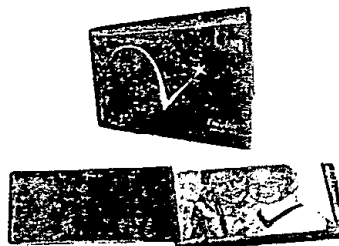


Silver Tone or  
Gold Tone  
Star Charm



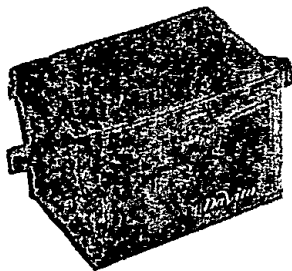
Gold Tone  
Lapel Pin

14 ounce  
Acrylic/Stainless Mug

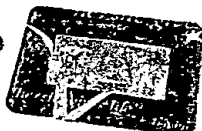


4" x 6"  
24 Page  
Photo Album

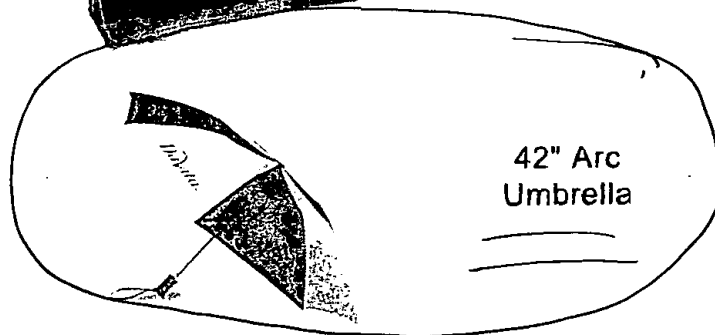
9" x 6" x 6"  
Lunch Tote



18" x 13" x 7"  
Bag/ID Tag



9" x 8"  
Mouse Pad  
Holds  
4" x 6" Photo



42" Arc  
Umbrella

# FOCUS

| ACHIEVING YOUR HIGHEST PRIORITIES

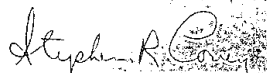
## CERTIFICATE of COMPLETION

FranklinCovey is pleased to present

***J.J. Hesketh III***

this certificate for successfully completing  
the Focus Workshop

Issued June 27, 2008

  
Stephen R. Covey, Vice-Chairman

  
Paula Shannon, Facilitator



FranklinCovey has been reviewed and approved as an Authorized Provider of continuing education and training programs by the International Association for Continuing Education and Training (IACET).



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